

CLOSING THE WAGE GAP

The Pay Equity Bill At A Glance



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THE PROBLEM: The Need For Pay Equality for Women:



Women in Massachusetts make up almost half the workforce, but **earn approximately 82% of what men earn.**



Women of color are most affected by the wage gap with African American women earning **66 cents** for every dollar earned by men and Latina women earning **54 cents** for every dollar earned by men.



The pay gap does not exclusively affect women. Black and African American workers earn only **78 cents** for every dollar earned by white men. Hispanic and Latino workers earn only **72 cents** for every dollar earned by white men.

40% of households include mother as breadwinner



As of 2013, **40% of households** with children under 18 included mothers who were the primary breadwinner for the family. In addition, **57% of lowwage workers in Massachusetts are women.**



Over the course of a lifetime, the wage gap can have a **serious impact** on the economic security of women. Since women live longer than men, lower wages makes it even harder to be self-sufficient throughout retirement.

The Solution: Close the Gap in Three Parts:

PART 1: The bill provides a definition of comparable work and encourages employers to conduct internal reviews of their payroll to ensure equitable compensation within industry standards.

PART 2: The bill prevents employers from asking people about their previous salary history in the interview process.

PART 3: The bill protects employees from termination for disclosing their compensation to their co-workers and colleagues.

For more information about the **Pay Equity Bill (S.2119)** or the effort of the Equal Pay Coalition, please contact Jill Ashton at jill.ashton@state.ma.us

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